

No. 11(112)-3Lab-78/10939.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s. Grip Well Fastners Pvt. Ltd., N. I. T. Faridabad :—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD

Reference No. 452 of 1978

between

THE WORKMAN AND THE MANAGEMENT OF M/S. GRIP WELL FASTNERS PVT. LTD.,
N. I. T., FARIDABAD

Present,—

Shri Balbir Singh, and Chandu Ram, for the workmen.

Shri W. C. Sharma, for the management.

ORDER

By order No. 1D/FD/11/139-783/43183, dated 27th September, 1978, the Governor of Haryana, referred the following dispute between the management of M/s. Grip Well Fastners Private Limited, N.I.T., Faridabad and its workmen to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

1. Whether the workmen are entitled to the grant of dearness allowance? If so, with what details?
2. Whether the workmen are entitled to the grant of bonus for the years 1975-76, 1976-77 and 1977-78? If so, with what details?
3. Whether the workmen should be supplied with uniforms? If so, with what details?
4. Whether the grades and scales of pay of the workmen should be framed? If so, with what details?
5. Whether the workmen who have been transferred from M/s. Gulmohar Engg. Faridabad to M/s. Grip Well Fastners Pvt. Ltd., Faridabad should be made regular and given transfer orders? If so, with what details?

On receipt of order of reference notices were issued to the parties. The parties appeared. The workmen Sarvshri Balbir Singh and Chandu Ram stated on oath that all the workmen have decided to withdraw this dispute as the factory had started functioning since 1st November, 1978. They also filed settlement Exhibit M-1 signed by about 26 workmen. The workmen withdrew their dispute. Withdrawal was permitted. While answering the reference I give my award that the workmen have withdrawn their dispute and therefore, are not entitled to their demands as mentioned as dispute No. 1 to 5 in this order of reference.

Dated the 29th November, 1978.

NATHU RAM SHARMA,

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 1157, dated the 30th November, 1978

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 11(112)-3Lab-78/10940—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s. East India Cotton Mfg., Company N.I.T., Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD

Reference No. 456 of 1978

between

SHRI KALU RAM WORKMAN AND THE MANAGEMENT M/S. EAST INDIA
COTTON MFG. COMPANY, N. I. T., FARIDABAD

Present :

Shri Jawahar Lal, for the workman.

Shri N. N. Yadav, for the management.

AWARD

By order No. ID/FD/11/154-78/43135, dated 27th September, 1978 the Governor of Haryana referred the following dispute between the management of M/s. East India Cotton Mfg. Company, N. I. T. Faridabad and its workman Shri Kalu Ram to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial disputes Act, 1947 :—

Whether the termination of services of Shri Kalu Ram was justified and in order ? If not, to what relief is he entitled ?

On receipt of the order of reference, notices were issued to the parties. The parties appeared and stated that the dispute has been settled as per Ex. M-1. I have gone through the settlement. It is just and fair. It is dated 21st September, 1978. While answering the reference I give my award as per the settlement. that the management shall retrench the workman with effect from the date of the settlement i. e. 21st September, 1978, although retrenchment shall be deemed as voluntary and at the request of the workman. The management shall pay to the workman his service compensation i. e. retrenchment compensation, notice pay, Gratuity if due, earned wages, earned leave compensation and bonus for the year 1977-78, and on payment of the abovesaid amount, the workman shall be deemed as retrenched and the termination of his services by way of retrenchment shall be deemed as justified and in order. The workman shall not be entitled to any other relief including relief of reinstatement or re-employment.

Dated 29th November, 1978.

NATHU RAM SHARMA,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 1158, dated the 30th November, 1978.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 11(112)-3Lab-78/10941.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s. K. Streetlite Electric Corporation, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL
TRIBUNAL, HARYANA, FARIDABAD

Reference No. 248 of 1978

between

SHRI SANT RAM WORKMAN AND THE MANAGEMENT OF M/S. K. STREET LITE
ELECTRIC, CORPORATION, FARIDABAD

Present.—Nemo for the workmen.

Nemo, for the management.

AWARD

By order No. ID/33734 dated 19th July, 1978, the Governor of Haryana, referred the following dispute between the management of M/s. K. Streetlight Electric Corporation, Faridabad and its workman Shri Sant Ram to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d), sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Sant Ram was justified and in order ? If not to what relief is he entitled ?

On receipt of the order of reference, notices were issued to the parties. The representative for the management appeared but neither the workman nor his representative appeared despite service of notice. The conduct of the workman rendered the case liable to dismissal in default. I, therefore, give my award that at present no dispute exists between the parties, as the workman has not taken any interest in this case.

NATHU RAM SHARMA,

Dated 30th November, 1978.

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 1159, dated 30th November, 1978

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,
Industrial Tribunal, Haryana
Faridabad.

No. 11(112)-3Lab-78/10942.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s The Printers House Pvt. Ltd., Mathura Road, Ballabgarh :—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD

Reference No. 271 of 1978

between

THE WORKMAN AND THE MANAGEMENT OF M/S THE PRINTERS HOUSE PVT. LTD.,
MATHURA ROAD, BALLABGARH

Present :—

Nemo, for the workmen.

Shri R. C. Sharma, for the management.

AWARD

By order No. ID/FD/-78/33898, dated the 19th July, 1978, the Governor of Haryana, referred the following dispute between the management of M/s The Printers House Pvt. Ltd., Mathura Road, Ballabgarh, and its workmen to this Tribunal, in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial Disputes Act, 1947 .—

Whether the workmen are entitled to the grant of bonus at higher rates than declared by the management for the year 1975 ? If not, to what relief the workmen are entitled ?

On receipt of the order of reference, notices were issued to the parties. The management appeared but none appeared for the workman. The workman has been served and the case was fixed for the *ex-parte* evidence of the management hence *ex-parte* proceedings were ordered against the workmen.

The case was fixed for 29th November, 1978. On 29th November, 1978 neither of the parties was present and the case rendered liable to dismissal in default. The has been dismissed in default. I, therefore, give my award that at present no dispute exists between the parties.

Dated, the 29th November, 1978.

NATHU RAM SHARMA,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 1160, dated the 30th November, 1978

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 11 (112) 3 Lab-78/10943.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Prem Textile N. I. T. Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD.

Reference No. 455 of 1978.

between

SHRI LAL DEV WORKMAN AND THE MANAGEMENT OF M/S, PREM TEXTILE
N. I. T., FARIDABAD.

Present—

Shri Jawaha Lal, for the workman.

Shri L. N. Yadav, for the management.

AWARD

By order No. ID/FS/1/153-78/43153, dated 27th September, 1978 the Governor of Haryana, referred the following dispute between the management of M/s. Prem Textile N. I. T., Faridabad and its workman Shri Lal Dev to this Tribunal for adjudication, in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the dismissal of Shri Lal Dev was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference notices were issued to the parties. The parties appeared and pleaded a settlement Exhibit M—1. I therefore give my award in terms of the settlement Exhibit M—1 that the management shall pay to the workman all his dues relating to service compensation, notice pay, Gratuity, if due, earned wages, earned leave compensation, bonus for the year 1977-78 and 1978-79 and thereupon the Disputes of the workman shall be deemed as having been settled and the workman shall have no right for reinstatement or re-employment, although retrenchment shall be considered as voluntary. On payment to the workman of the aforesaid amount, the dismissal of the workman concerned shall be deemed as justified retrenchment and the workman shall not be entitled to any relief.

The 29th November, 1978.

NATHU RAM SHARMA,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad,

No. 116 dated the 30th November, 1978

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 11(112)3Lab-78/10944.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award given by the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s Auto Pins India (Regd.), Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD

Reference No. 291 of 1978

between

SHRI MOHAR SINGH, WORKMAN AND THE MANAGEMENT OF M/S AUTO PINS
INDIA (REGD.) FARIDABAD

Present :

Shri P. K. Da, for the workman.

Shri R. C. Sharma, for the management.

AWARD

By order No. ID/FD/11-25-N-78/34334, dated the 21st July, 1978, the Governor of Haryana referred the following dispute between the management of M/s Auto Pins India (Regd.) Faridabad and its workman Shri Mohar Singh, to this Tribunal, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Mohar Singh, was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The parties appeared. Both the parties stated that the dispute has been settled and the workman no longer wants to proceed with the case. In view of the statements of the parties I give my award that the termination of services of the workman was justified and in order. He is not entitled to any relief.

NATHU RAM SHARMA,

Dated the 29th November, 1978.

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 1162, dated the 30th November, 1978

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 11(112)3Lab-78/10945.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/S Tiger Locks, Ltd., Plot No. 3, Industrial Estate Palam Gurgaon Road.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD.

Reference No. 203 of 1977

between

SHRI RAM ADHAR, WORKMAN AND THE MANAGEMENT OF M/S TIGER LOCKS
LIMITED PLOT No. 3 INDUSTRIAL ESTATE PALAM GURGAON ROAD.

Present :—

Shri Adarsh Kishore, for the workman.

Nemo for the management.

AWARD

By order No. ID/GG/411-77/47717, dated 8th November, 1977, the Governor of Haryana referred the following dispute between the management of M/s Tiger Locks Limited Plot No. 3 Industrial Estate Palam Gurgaon Road, and its workman Shri Ram Adhar, to this Tribunal for adjudication, in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Ram Adhar was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties the following issues were framed on 7th July, 1978:—

1. Whether the claimant was appointed for a specific period and that period was expired? If so, to what effect?
2. If issue No. 1 is not proved, whether the termination of services of Shri Ram Adhar was justified and in order? If not, to what relief is he entitled?

The case was fixed for the evidence of the management. Several times the management and the workman appeared but on 9th November, 1978, the management did not appear, although they had appeared on the previous date on 21st, September, 1978. Hence the evidence of the management was closed the case was fixed for the *ex parte* evidence of workman. The workman examined himself on oath and stated that he started working in the factory of the management since 11th, July, 1976, as a helper on Rs. 170/- P. M. as wages and the management terminated his services on 11th, August, 1977, without assigning any reason and issuing any charge sheet and holding domestic enquiry and the workman was unemployed since then despite his efforts to seek the job. The workman closed his case. I, believe in the *ex parte* evidence of the workman and hold that the services of the workman were terminated unjustifiably. I, answer the reference and give my award that the termination of services of the workman concerned were neither justified nor in order. He is entitled to reinstatement with continuity of services and full back wages.

NATHU RAM SHARMA,

Dated the 29th November, 1978.

Presiding Officer,

Industrial Tribunal, Haryana,
Faridabad.

No. 1163, dated the 30th November, 1978.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,

Industrial Tribunal, Haryana,
Faridabad.